Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008



Presubscription Interexchange Carrier (PIC) Change Charge
Nonrecurring Cost Study

2005-2008

September 2004

Cost Study Overview & Methodology

Double click on the file below for a detailed Overview & Methodology write-up



SBC Illinois Presubscription Interexchange Carrier (PIC) Change Charge Service Order Nonrecurring Cost Study 2005 - 2008

Overview and Methodology

Purpose

The purpose of this cost study is to provide updated costs for PIC and LPIC Change orders. For reference, an acronym glossary is included as a separate tab within this cost study.

Service Description

Presubscription is a procedure whereby an end user may select and designate to the Telephone Company an Interexchange Carrier (IC) to access, without dialing an access code, for interLATA and intraLATA calls. This IC is referred to as the end user's primary IC. A charge associated with interLATA is a PIC. A charge associated with intraLATA is a LPIC.

Rate Element Descriptions

Cost per PIC Change or LPIC Change per change

Activity-Based Costing

Activity-Based Costing is a widely used method of identifying costs. The structure of an ABC study is based on the fact that activities performed by the company consume resources, and these resources have a specifically identifiable cost. Activities, then, are used to provide services. This gives a logical, easy-to-follow flow through the costing procedure.

Activity-Based Costing uses a number of specific terms, such as resource, activity, cost object, and drivers which have simple, yet special meanings.

- A resource can be a piece of equipment, a labor rate, or a vendor contracted expense.
- An activity is an action that consumes resources. The cost of the activity is calculated based on the cost of the resources that the activity consumes, and the resource driver, or the quantity of resources the activity consumes.
- A cost object is a product (i.e., PIC Change).
- > Drivers are specific units that represent quantities of activities and resources. For example, time in minutes, or orders per line may be drivers. Resource drivers are the quantity of resources consumed by an activity. Activity drivers are the number of activities necessary to provide the service.

The Basics of Activity-Based Costing are:

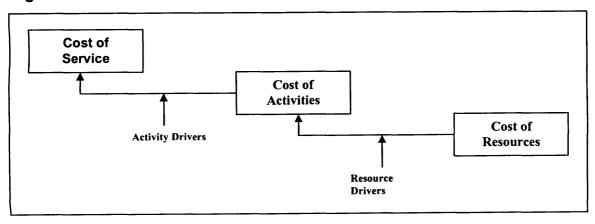
- Cost objects (i.e., services) are provided by activities.
- > Activities consume resources.
- Consumption of resources drives costs.

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Figure 1 illustrates the flow of Activity-Based Costing.

Figure 1



Line and Change Quantity Efficiency

Customers may have more than one access line and ask to have their PIC changed on multiple lines on the same request (or order). In addition, on the same request, the same customer may also request LPIC changes on the same lines. There are efficiencies associated with performing PIC changes on multiple lines and performing a LPIC change at the same time as a PIC change. This efficiency is included in the cost results.

The SMEs provided time estimates that represent the total activity time required to make all changes on all lines on an average size request. In other words, the SMEs, based on their experience processing requests, estimated an average number of changes required on a request and provided the total time to process all changes. The Bill of Costs tab adjusts the per request costs to per change by multiplying the resulting business channel costs by orders per change (or the inverse of changes per order), thereby accounting for any line and change quantity efficiencies resulting from multiple lines or changes per line on the same request.

Labor Rates

The labor rate represents the cost to SBC of a single hour of labor. The labor rate is inflated (based on the Consumer Price Index) to the midpoint of the study period to make the labor cost representative of the entire study period. A more detailed discussion of labor rates and inflation factors is found later in this methodology.

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Inflation Factors

Inflation Factors are utilized to provide one cost over a multi-year period. The inflation factors are developed by using the forecast of the Consumer Price Index (CPI). The CPI represents changes in prices of all goods and services purchased for consumption by urban households. User fees (such as water and sewer service) and sales and excise taxes paid by the consumer are also included. Income taxes and investment items (like stocks, bonds, and life insurance) are not included.

Labor Rate Development Methodology

Labor rates identify the cost to the firm of consuming a particular resource—an hour of labor. Labor rates begin with a basic hourly wage or salary, and then include costs directly caused by labor that are not captured in the basic wage. These other direct labor costs include:

- break time and/or tour length costs,
- paid absence costs,
- special payments such as team awards and recognition,
- payroll taxes, pension costs, benefit costs,
- support assets, including capital costs associated with support assets
- Other direct costs such as travel and training, and clerical support and supervision.

Labor rates are developed at the proper level of detail to provide accurate costs for specific activities. First, SBC looks at specific groups of function codes (which designate a specific job function) or activity codes (which designate a specific job activity). These function/activity codes are part of SBC's functional accounting system used to report expenses company-wide. For example, 21XX is the group of all wages and expenses charged to function codes or activity codes that begin with "21", which in this example represents Operator Services functions and activities.

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Within the specific group, SBC develops labor rates by Market Zone (for management employees) or Wage Category (for non-management employees). The Market Zone and Wage Category are specific job classifications that determine how much the company pays for a particular job.

The Labor rates in this study begin with an average wage per hour from payroll records. SBC derives relationships of expenses to wages, or expenses to hours worked, to develop labor factors or loadings that it then applies to basic wages to produce total hourly labor cost. All base labor rates in this study represent calendar year 2003. If SBC did not have current labor base rates for a particular state or job title, the most recent labor rate available was adjusted by bringing the basic wage portion of the labor rate current and updating the benefit factor using the most recent data available.

For more information, separate Labor Rate Development documentation is available.

Cost Study Assumptions and Parameters

- LRSIC Methodology
- Add/remove PIC protection costs are in the PIC change charge
- Slamming costs are included in the PIC change charge
- Study period is 2005 2008
- Labor Rates are base year 2003, adjusted to 2006, which is the midpoint of the planning period (2005 2008)

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	(D) (E)	_	Factor Rate	source: Input (E)=(C)*(1+D)	
	(5)		Cost Fa		
Results	(8)			Cost Element	
	€			Line	

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			Bill of Costs	osts		
(A)	(8)	(C)	(0)	(E)	(F)	(9)
5	Cost Element / Activities	Unit Activity Cost Source: BOAC	Activity Driver (Orders per Change) Source:	Activity Driver (Orders per Other Activity Change) Driver Source: Source:	Activity Driver Description	Activity Cost (G=C*D*E)
PIC or LPIC Charg	PIC or LPIC Charge, Cost per Change					
1 Change PIC/LPIC	Change PIC/LPIC for "Customer Care Center"	\$5.75	0.50	76.4%	% of manual orders worked by Consumer Customer Care center	\$2.190
2 Change PIC/LPIC	Change PIC/LPIC for "Global Markets"	\$45.54	0.02	0.3%	% of manual orders worked by Global Markets center	\$0.003
3 Change PIC/LPIC	Change PIC/LPIC for "Non Complex Accounts" (Value)	06.6\$	0.20	1.6%	% of manual orders worked by Non Complex (Value) center	\$0.030
4 Change PIC/LPIC t	Change PIC/LPIC for "Complex Accounts - Sales" (Signature)	\$10.36	0.12	0.3%	% of manual orders worked by Complex - Sales (Signature	\$0.004
5 Change PIC/LPIC	Change PIC/LPIC for "Complex Accounts - Sales Support"	\$30.15	0.12	0.1%	% of manual orders worked by Complex - Sales Support	\$0.000
6 Change PIC/LPIC	Change PIC/LPIC for "ISDN Call Center (Prime)"	\$31.51	0.01	0.002%	% of manual orders worked by ISDN Prime center	\$0.000005
7 Change PIC/LPIC	Change PIC/LPIC for "ISDN Call Center (Direct)"	\$28.40	0.50	0.0%	% of manual orders worked by ISDN Direct center	\$0.000
8 Change PIC/LPIC f	Change PIC/LPIC for "ISDN Call Center (Centrex)"	\$28.40	0.02	0.008%	% of manual orders worked by ISDN Centrex center	\$0.0004
9 Change PIC/LPIC for "GEM"	for "GEM"	\$4.72	0.12	0.4%	% of manual orders worked by GEM center	\$0.002
10 Add PIC/LPIC prot	Add PIC/LPIC protection for "Customer Care Center"	\$1.16	0.50	0.0232	Ratio of Consumer Customer Care Adds to Total PIC & LPIC Changes	\$0.0134
11 Add PIC/LPIC prot	Add PIC/LPIC protection for "Global Markets"	\$37.29	0.02	0.0007	Ratio of Global Markets Adds to Total PIC & LPIC Changes	\$0.0005
12 Add PIC/LPIC prote	Add PIC/LPIC protection for "Non Complex Accounts" (Value)	\$2.98	0.20	0.0015	Ratio of Non Complex Adds to Total PIC & LPIC Changes	\$0.000
13 Add PIC/LPIC profe	Add PIC/LPIC protection for "Complex Accounts - Sales" (Signature)	\$3.12	0.12	0.0010	Ratio of Complex - Sales Account Adds to Total PIC & LPIC Changes	\$0.0004
14 Add PIC/LPIC prote (Signature)	Add PIC/LPIC protection for "Complex Accounts - Sales Support" (Signature)	\$2.53	0.12	0.0003	Ratio of Complex - Sales Support Account Adds to Total PIC & LPIC Changes	\$0.0001
15 Add PIC/LPIC prot	Add PIC/LPIC protection for "ISDN Call Center (Prime)"	\$22.07	0.01	0.000007	Ratio of ISDN Prime Adds to Total PIC & LPIC Changes	\$0.000002
16 Add PIC/LPIC prote	Add PIC/LPIC protection for "ISDN Call Center (Direct)"	\$22.07	0.50	0.000	Ratio of ISDN Direct Adds to Total PIC & LPIC Changes	\$0.000
17 Add PIC/LPIC prot	Add PIC/LPIC protection for "ISDN Call Center (Centrex)"	\$22.07	0.02	0.00003	Ratio of ISDN Centrex Adds to Total PIC & LPIC Changes	\$0.00000
18 Add PIC/LPIC protection for "GEM"	ection for "GEM"	\$4.56	0.12	0.0021	Ratio of GEM Adds to Total PIC & LPIC Changes	\$0.0012
19 Add PIC/LPIC Prot	Add PIC/LPIC Protection (outside vendor) - Personix	\$54,852.90		0.00000034	1/Total PIC-LPIC Transactions	\$0.0186
20 Add PIC/LPIC Prot	Add PIC/LPIC Protection (outside vendor) - CMI Aspen	\$11,921.15		0.00000034	0.00000034 1/Total PIC-LPIC Transactions	\$0.0040

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			Bill of Costs	osts		
€	(8)	(C)	<u>Q</u>	(E)	(F)	(9)
٦	Cost Element / Activities	Unit Activity Cost Source: BOAC	Activity Driver (Orders per (Change) Source: Drivers	Other Activity Driver Source: Drivers	Activity Driver Description	Activity Cost (G=C*D*E)
21	Remove PIC/LPIC protection for "Customer Care Center"	\$1.17	0.50	0.0021	Ratio of Consumer Customer Care Removes to Total PIC & LPIC Changes	\$0.0012
22	Remove PIC/LPIC protection for "Global Markets"	\$42.31	0.02	0.0009	Ratio of Global Markets Removes to Total PIC & LPIC Changes	\$0.0007
23	Remove PIC/LPIC protection for "Complex Accounts - Sales" (Signature)	\$4.81	0.12	0.0005	Ratio of Complex - Sales Removes to Total PIC & LPIC Changes	\$0.0003
24	Remove PIC/LPIC protection for "Complex Accounts - Sales Support" (Signature)	\$4.90	0.12	0.0001	Ratio of Complex - Sales Support Removes to Total PIC & LPIC Changes	\$0.0001
25	Remove PIC/LPIC protection for "ISDN Call Center (Prime)"	\$22.07	0.01	0.000006	Ratio of ISDN Prime Removes to Total PIC & LPIC Changes	\$0.000001
56	Remove PIC/LPIC protection for "ISDN Call Center (Direct)"	\$22.07	0.50	0.0000	Ratio of ISDN Direct Removes to Total PIC & LPIC Changes	\$0.0000
27	Remove PIC/LPIC protection for "ISDN Call Center (Centrex)"	\$22.07	0.02	0.00002	Ratio of ISDN Centrex Removes to Total PIC & LPIC Changes	\$0.000008
88 8	Remove PIC/LPIC protection for "GEM"	\$4.56	0.12	0.0017	Ratio of GEM Removes to Total PIC & LPIC Changes	\$0.000
30	Neillove Tutting Tolection (Outside Vendor) - etaspectroni Provide Customer Account Record Exchange (CARE)/ASC/IPOC	\$42,985.95		0.00000034		\$0.015
31	support Fair Control of Control of Care JASC/IPOC Provide Customer Account Record Exchange (CARE)/ASC/IPOC sunnord - Manual PIC/I PIC Changes	\$151,610.09		0.00000034	1/Total PIC-LPIC Transactions	\$0.051
32	Provide Slamming Administration support	\$71,089.50		0.00000034	1/Total PIC-LPIC Transactions	\$0.024
33	Provide TPV for a consumer customer care PIC/LPIC change	\$0.81	0.50	76.42%	% of manual orders worked by Consumer Customer Care center	\$0.309
¥.	Provide TPV for a business non complex PIC/LPIC change	\$0.06	0.20	1.58%	% of manual orders worked by Non Complex (Value) center	\$0.0002
35	Provide TPV for a business non complex PIC/LPIC add protect	\$0.0012	0.20	1.58%	% of manual orders worked by Non Complex (Value) center	\$0.0000040
		Unit Activity Cost		Orders / PIC		Activity Cost
5	Cost Element / Activities	Source: Input Tab	:	Source: Drivers	Activity Driver Description	(a=c,p)
36		\$0.98		0.430	PIC/LPICs per Order - Wtd. Avg based on service orders	\$0.42
37	Provide PIC/LPIC IT Cost, per PIC/LPIC change	\$0.42		n/a	n/a	\$0.42
38	Total Cost > SUM (LN 137)					\$3.52

SBC - Illinois Study

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		Bill of Acti	Bill of Activity Costs				
€	(8)	(2)	(a)	(E)	Ð	9	£
				Unit Resource Cost (\$/hr)	Resourc Minutes (Initial)	Resource Drivers utes Percent Hal) Occurrence	Resource Cost
5	Activities / Resources	Workgroup	Job Title	Source: BORC Source: Input	Source: Input	Source: Input	(H=E/80°F'G)
	Change PIC/LPIC for "Customer Care Center"						
-	Call into CCC by customer or Carrier calls with the customer on-line (3-way). The CTI system provides the representative with the customer's account information. Service rep greets the customer, identifies the name of the caller and determines the reason for the call. Customer advises rep they would like to make a PIC or LPIC change on their account	Consumer	Service Representative	\$55.88	1.00	100%	\$0.93
~	Accesses ASON+ to make the PIC or LPIC change order.	Consumer	Service Representative	\$55.88	0.50	100%	\$0.47
8	Accesses the AAC1 screen in ASON+ to make the LPIC change or the EAC1 screen to make the PIC change.	Consumer	Service Representative	\$55.88	1.50	100%	\$1.40
4	Allege a slam by customer, rep explans rights, completes a slamming complaint form and sends a follow up to the Stamming Complaint Resolution Team for future adjustments if needed.	Consumer	Service Representative	\$55.88	4:00	2%	\$0.19
2	Ask permission to remove slamming protection by verifying the last 4 digits of the SSN. If permission is granted, the protection is removed. If not, order is cancelled.	Consumer	Service Representative	\$55.88	2.00	2%	\$0.09
9	Recaps the order activity with the customer to ensure order accuracy.	Consumer	Service Representative	\$55.88	1.00	100%	\$0.93
_	Change was to Ameritech, SBC or SBCLD from anything other than None or Undecided, a third party verification is done by accessing the Calibrus website, completing the necessary fields, receiving a record locator number, answering any final questions from the customer, asking satisfaction questions and transferring the caller to the TPV agent.	Consumer	Service Representative	\$55.88	1,00	%0′.26	\$0.90
80		Consumer	Service Representative	\$55.88	0.50	100%	\$0.47
6	Send, by ACIS, the order to the appropriate downstream departments to complete the work.	Consumer	Service Representative	\$55.88	00.0	100%	00.08
10	Review service order for error and correct if necessary	Consumer	Technical Specialist	\$54.77	7.50	5%	\$0.14
=	Removes LPIC or PIC change and any associated calling plans or cancels order if TPV fails.	Consumer	Service Representative	\$55.88	2.00	2%	\$0.23
12	Unit Activity Cost > SUM (LN 111)						\$5.75

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		Bill of Activity Costs	vity Costs				
	Add PICA.PIC protection for "Customer Care Center"						
	ACTIVITY BEGINS WITH:						
13	Receive call from customer into CCC and advises want to add PTC or LPIC protection to account. The service rep sends the customer an	Consumer	Service Representative	\$55.88	1.00	100%	\$0.93
	application via Mechanized Forms & Letters (MFL).						
14	14 Note the account by rep. Forward to outside vendor for completion.	Consumer	Service Representative	\$55.88	0.25	100%	\$0.23
15	15 Unit Activity Cost > SUM (LN 1314)						\$1.16
ĺ	Remove PIC/LPIC protection for "Customer Care Center"					,	
	ACTIVITY BEGINS WITH:						
	Receive call from custom	,			;	į	
16		Consumer	Service Representative	\$55.88	0.25	100%	\$0.23
	information and accesses customer's account. Customer advises rep						
	they would like to remove PIC or LPIC protection from their account.						
	Access ASON+ EAC1/AAC1 screen to remove PIC/LPIC protection. (IF						
+ 1	VRU used, same questions are askedorder is sent through Service	somilado)	Conice Borresontative	6 55 00	3	100%	£0.47
2	Order Generator to process order) Rep asks to verify account by	Constitue	Service representative	00:00	9	200	7
	requesting bill names social security number or date of birth.						
1 8	18 Recap the order activity with the customer to ensure order accuracy.	Consumer	Service Representative	\$55.88	0.5	100%	\$0.47
5	11-14 April 14: Case > Clina / 11 46 401						
2	19 Unit Activity Cost > SUM (LN 1618)					J	17.14

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ds is		Service Representative	\$55.26	1.15	100%	\$1.06
Change PICLPIC for "Global Markets" Receive customer call to request PIC or LPIC change, customer records. Receive customer call to request PIC or LPIC change, customer records are reviewed. Request customer to fax or email request and to complete a Letter of Request customer bernison to remove PIC protection if customer has it. Ask customers permission to remove PIC protection after carrier change is completed. Rep provides instructions to reinstate PIC protection. Customer requested to faxiemali request to change carrier and remove PIC protection. Customer is requested to faxiemali request to change carrier and remove PIC protection. Emailfax LOA to customer if customer changing LPIC to SBC Midwest.		ervice Representative	\$55.26	1.15	100%	\$1.06
Request customer to fax or email request and to complete a Letter of Authorization (LOA), if changing PICL/PIC to SBC Midwest. Authorization (LOA), if changing PICL/PIC to SBC Midwest. As customer requests son to remove PIC protection after carrier change is completed. Rep provides instructions to reinstate PIC protection. Customer requests rep to reinstate PIC protection after carrier change is completed. Rep provides instructions to reinstate PIC protection. PIC protection. Emailifax LOA to customer if customer changing LPIC to SBC Midwest.		evitation passed				
Authorization (LOA), if changing PICA PIC to SBC Midwest Authorization (LOA), if changing PICA PIC to rotation in Customer has it. As customer requests rep to reinstate PIC protection after carrier change is completed. Rep provides instructions to reinstate PIC protection. Customer is requested to faxfemali request to change carrier and remove PIC protection. Emailitax LOA to customer if customer changing LPIC to SBC Midwest.		ervice represendant	\$55.26	1,15	100%	\$1.06
Ask customer's permission to remove PIC protection if customer has it. Customer requests rep to reinstate PIC protection and rearrier change is completed. Rep provides instructions to reinstate PIC protection. Customer is requested to fax/email request to change carrier and remove PIC protection. Email/fax LOA to customer if customer changing LPIC to SBC Midwest.						
PIC protection. Email/fax LOA to customer if customer changing LPIC to SBC Midwest.	Global	Service Representative	\$55.26	3.00	20%	\$1.38
Email/fax LOA to customer if customer changing LPIC to SBC midwest.	ledoi0	Service Representative	\$55.26	2.00	15%	\$0.28
xel pull of a solution of the solution and fax						
Faxlemail requests and LOA are received. Lopies are pulsed and ray 24 cover sheet is prepared that will be returned to the customer with order	Global	Clerical Associate	\$55.79	2.00	100%	\$1.86
Ojul		Clorical Accordate	\$55.79	1.00	100%	\$0.93
in fax/email for tracking.	Global	Clerical Associate	\$55.79	1.00	100%	\$0.93
Distribute request to service rep.	Global	Ciercal Associate	\$55.26	15.00	20%	\$6.91
remove PIC Protection.		Service Medical Communication		00 00	100%	\$27.63
Access ASON to make change and place order using the appropriate	Global	Service Representative	\$55.26	30.00	8.00	20.130
ON to reinstate freeze with a due date after the	Global	Service Representative	\$55.26	1:00	20%	\$0.40
change order.	Global	Service Representative	\$55.26	2.00	100%	\$1.84
					7000	61 20
ation to	Global	Service Representative	\$55.26	06.1		245 54
Customer. 32 Unit Activity Cost > SUM (LN 2031)					-	
Add PIC/LPIC protection for "Global Markets"						
	Global	Service Representative	\$55.26	1.15	100%	\$1.06
records are reviewed.	Global	Service Representative	\$55.26	2.00	100%	\$1.84
34 Enailhax applicable LUA to Costorner. Faxlemal requests and LOA are received. Copies are pulled and fax	Global	Clerical Associate	\$55.79	2.00	100%	\$1.86
		Officers A feeting	£55.79	100	100%	\$0.93
36 Log in fax/email for tracking.	Global	Clerical Associate	655.79	1 00	100%	\$0.93
	Global	Ciercal Associate			4006	£27.63
1	Global	Service Representative	\$55.26	30.00	8001	CO: 179
End order and fill out the cover sheet to be sent to customer to verify completion of order. Confirmation of due date and order numbers.	Global	Service Representative	\$55.26	2.00	100%	\$1.84
ACTIVITY ENDS WITH:	Global	Service Representative	\$55.26	1.30	100%	\$1.20
40 Fax cover sheet back to customer and file.						\$37.29

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1		6	om or round occus				
	Remove PICL PIC protection for "Global Markets"						
4	ACTIVITY BEGINS WITH: 42 Receive customer call on a 3-way call with the carrier to remove PIC or LPIC protection. Customer records are reviewed.	Global	Service Representative	\$55.26	1.15	100%	\$1.06
4	Verify (Corp Tax Number, Billing Name, etc.) with customer to remove 43 PIC protection, provides due date and asks the carrier to drop from the line.	Global	Service Representative	\$55.26	2.15	100%	\$1.98
4	Reinstate PIC protection after carrier change is completed. Rep provides 44 instructions to reinstate PIC protection. Customer is requested to fax/email request. Entire request is recapped and customer leaves line.	Global	Service Representative	\$55.26	2.30	100%	\$2.12
45	45 Access ASON to place order using the appropriate screen.	Global	Service Representative	\$55.26	1.00	100%	\$0.92
4	46 Email/fax applicable LOA to customer to reinstate protection.	Global	Service Representative	\$55.26	2.00	100%	\$1.84
Ì	Fax/email requests and LOA are received. Copies are pulled and fax						
4/	47 cover sheet is prepared that will be returned to the customer with order info.	Global	Clerical Associate	\$55.79	2.00	100%	\$1.86
48	48 Log in fax/email for tracking.	Global	Clerical Associate	\$55.79	1.00	100%	\$0.93
4	3 Distribute request to service rep.	Global	Clerical Associate	\$55.79	1 00	100%	\$0.93
52	Access ASON to make change and place order using the appropriate screen for PIC or LPIC.	Global	Service Representative	\$55.26	30.00	100%	\$27.63
51		Global	Service Representative	\$55.26	2.00	100%	\$1.84
53	ACTIVITY ENDS WITH: Pax cover sheet back to customer and file.	Global	Service Representative	\$55.26	1.30	100%	\$1.20
15							

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ļ		Bill of Ac	Bill of Activity Costs				
	Change PIC/LPIC for "Non Complex Accounts" (Value)						
52	ACTIVITY BEGINS WITH Answer the call (greeting request.	Non Complex	Service Representative (Wtd)	\$57.80	0.50	100%	\$0.48
55	Clarify request PIC or LPIC or both. Negotiates TNs where changes are to be made. Validate availability of requested carrier(s).	Non Complex	Service Representative (Wtd)	\$57.80	2.30	100%	\$2.22
99	Access account in ESON. Review account for pending service orders to determine impact. Access screen(s) to make carrier change. Correct any system errors.	Non Complex	Service Representative (Wtd)	\$57.80	2.00	100%	\$1.93
57		Non Complex	Service Representative (Wtd)	\$57.80	0.50	30%	\$0.14
28	Explain rights if customer alleges slam, issue correcting service order to switch carrier back, issue adjustment in BI & forward to SCRT for additional follow-up. This process varies slightly depending on the quantity of calls that require an adjustment & whether or not SBC provides inquiry for the LD carrier.	Non Complex	Service Representative (WId)	\$57.80	2.00	20%	\$0.39
89	Recap of all elements of order, PIC or LPIC changes. Provide customer with service order number, due date, changes and usage. Offer additional assistance. Script lag, rate call, note BI account, release/store service order.	Non Complex	Service Representative (Wtd)	\$57.80	2.25	100%	\$2.17
09	Access TPV website if LPIC change back to SBC Midwest or PIC or LPIC to SBCLD to complete the transfer of customer to Third Party Verification (TPV). Provide TPV agent with required information. Add customer to call & drop off. Note date for follow-up.	Non Complex	Service Representative (Wtd)	\$57.80	2.25	%/	\$0.15
61	Review of follow-ups for applicable date. Access account in BI & check for TPV. If TPV number present, note account & release order. If TPV number not present, set add't follow-up date.	Non Complex	Service Representative (Wtd)	\$57.80	2.25	7%	\$0.15
62	Review of 2nd follow-up, access account in BI. If TPV number present, note account & release order. If TPV number not present, cancel/purge order.	Non Complex	Service Representative (Wtd)	\$57.80	2.25	100%	\$2.17
8 8	Correct error if necessary, resend order Unit Activity Cost > SUM (LN 54 63)	Non Complex	Service Representative (Wtd)	\$57.80	2.00	2%	\$0.10
5						J	20.50

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		Bill of Ac	Bill of Activity Costs				
	Add PICILPIC protection for "Non Complex Accounts" (Value)						
65	ACTIVITY BEGINS WITH: Answer the call (greeting, or LP)	Non Complex	Service Representative (Wtd)	\$57.80	1:00	100%	\$0.96
99		Non Complex	Service Representative (Wtd)	\$57.80	1:00	100%	\$0.96
19	Receive the next day a TPV report into the business office. If the order was not authorized at the TPV group, follow-up is made. Subsequent R order is issued to add PIC or LPIC protection and, if was approved, a Perm note is made on the account to show that the TPV was authorized and the TPV number.	Non Complex	Service Representative (Wtd)	\$57.80	1.00	100%	\$0.96
88	1 1	Non Complex	Service Representative (Wtd)	\$57.80	2.90	2%	\$0.10 \$2.98
02	Change PIC/LPIC for "Complex Accounts - Sales" (Signature) ACTIVITY BEGINS WITH: Answer the call (greeling, compliance statement), acknowledge customer request.	Sales	Service Representative	\$57.85	1.00	100%	\$0.96
7.	Clarify request PIC or LPIC or both. Negotiates TNs where changes are to be made. Validate availability of requested carrier(s). If necessary, access Reference Delivery Automation (RDA) to verify carrier PIC code.	Sales	Service Representative	\$57.85	2.00	100%	\$1.93
2 2	Access account in ASON or ASON+. Review account for pending service orders to determine impact. Correct any system errors. Channing DICI DIC to SEC and 104 is contrised.	Sales	Service Representative	\$57.85	1.00	100%	\$0.96
£ 4	1	Sales	Service Representative	\$57.85	2:00	2%	\$0.24
7.5	Ask for permission to remove protection if customer has slamming protection. If permission is granted, protection is removed. If not, order is canceled,	Sales	Service Representative	\$57.85	1.00	2%	\$0.05
92	Access ASON and issue an order to change the carrier from the old carrier to the new carrier. Send order.	Sales	Service Representative	\$57.85	5.00	100%	\$4.82
11	Recap of all elements of order: PIC or LPIC changes. Provide customer with service order number, due date, changes and usage. Offer additional assistance. Script lag, rate call, note BI account, releaselstore service order.	Sales	Service Representative	\$57.85	1 40	100%	\$1.35
78	1						\$10.36

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

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		Bill of Ac	Bill of Activity Costs				
	Add PICLPIC protection for "Complex Accounts - Sales" (Signature)						
79	ACTIVITY BEGINS WITH. Answer the call (greeting, compliance statement). Customer advises wants to add PIC or LPIC protection to account.	Sales	Service Representative	\$57.85	1 00	100%	\$0.96
80		Sales	Service Representative	\$57.85	1.00	100%	\$0.96
8	Return, by customer, LOA via mail to the assigned customer advocate in the center. Service rep reviews form for accuracy and completeness.	Sales	Service Representative	\$57.85	0.25	100%	\$0.24
82	Access account in ASON or ASON+ and place an order to add PIC or LPIC protection on account. This order will add PIC or LPIC protection to all lines on the account.	Sales	Service Representative	\$57.85	1.00	100%	\$0.96
83	1						\$3.12
	Remove PIC/LPIC protection for "Complex Accounts - Sales" (Signature)						
84		Sales	Service Representative	\$57.85	1.00	100%	\$0.96
85		Sales	Service Representative	\$57.85	2.00	100%	\$1.93
98	Access account in ASON and remove PIC/LPIC protection. The order removes PIC/LPIC protection from all lines on the account.	Sales	Service Representative	\$57.85	1.00	100%	\$0.96
87	Send the order to the appropriate downstream departments to complete the work.	Sales	Service Representative	\$57.85	1.00	100%	\$0.96
88							\$4.81
	Change PIC/LPIC for "Complex Accounts - Sales Support" (Signature)						
å	ACTIVITY BEGINS WITH: Document to change DIC or LDIC are amorized or found into the center from	o Ca	Septice Order Writer	4 58 85	ç	100%	90.
ô	- 1	S	Service Order writer	00.00	00.3	8/ OO	9
8	Look at ACIS Billing Inquiry (BI) System records to verify current carrier for PIC, LPIC, PIC Protection Interlata.	BCS	Service Order Writer	\$58.85	3.50	100%	\$3.43
91		BCS	Service Order Writer	\$58.85	1.00	95%	\$0.93
92	Access Reference Delivery Automation (RDA) to verify carrier PIC code.	BCS	Service Order Writer	\$58.85	1.00	42%	\$0.41
93	Verify correct PIC code for carrier of choice. Some carriers have multiple PIC's under different names & some have PIC's that we can not add.	BCS	Service Order Writer	\$58.85	2.25	57%	\$1.26
94	Access ASON and issue an order to change the carrier from the old carrier to the new carrier. Send order.	BCS	Service Order Writer	\$58.85	18.60	100%	\$18.24
95	Pull up Bill Inquiry screen and note order information (what was done on the account).	BCS	Service Order Writer	\$58.85	1.00	100%	\$0.98
96	Access on-line system, complete and fax order confirmation form to Account Executive or Sales center. Order confirmation form consists of 2 pages of information, ie, originator name and fax, customers name, tracking number, sales code #, contract into, PIC or LPIC.	BCS	Service Order Writer	\$58.85	2.00	100%	\$ 1.96
9	Close account in Productiv	BCS	Service Order Writer	\$58.85	1.00	100%	\$0.98
98	Unit Activity Cost > SUM (LN 8997)						\$30.15

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

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Add PIC/LPIC protection for "Complex Accounts - Sales Support" (Signature)	ure)					
ACTIVITY BEGINS WITH: Request to and PIC or LPIC protection and Letter of Authorization (LOA) are emailed or faxed into the center from the Account Executive or Sales carter, Review request.	BCS	Service Order Writer	\$58.85	1 00	400%	\$0.98
100 Call requestor for copy of LOA if not included with request.	BCS	Service Order Writer	\$58.85	2.00	75%	\$0.57
101 Access account in ASON and add PIC or LPIC protection on account. This order adds PIC or LPIC protection to all lines on account.	BCS	Service Order Writer	\$58.85	1.00	100%	\$0.98
102 Unit Activity Cost > SUM (LN 99101)						\$2.53
Remove PIC/LPIC protection for "Complex Accounts - Sales Support" (Signature)	gnature)					
Request to remove PIC protection and letter of authorization (LOA) are 103 emailed or faxed into the center from the Account Executive or Sales Center. Review request.	BCS	Service Order Writer	\$58.85	1.00	100%	\$0.98
104 Call requestor for copy of LOA if not included with the request	BCS	Service Order Writer	\$58.85	2.00	100%	\$1.96
Access account in ASON and remove PIC/LPIC protection. The order removes PIC/LPIC protection from all lines on the account.	BCS	Service Order Writer	\$58.85	1.00	100%	\$0.98
Send the order to the appropriate downstream departments to complete	BCS	Service Order Writer	\$58.85	1 00	100%	86.08

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Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

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2005-2008

		Bill of Activity Costs	rity Costs				
-	Change PIC/L PIC for "ISDN Call Center (Prime)"						
108	ACTIVITY BEGINS WITH Request to change PIC of the Authorized Distributor off email or gather request the Center.	BCS	Technical Associate	\$58.85	1 00	100%	\$0.08
109	Review request, load into Productivity Order Profile (POP) system and assign to Market Support Specialist (MSS). Validate request is filled out correctly and all required information is obtained; i.e. BTN, customer account information. Project Manager information, etc. Access POP system and enter request. POP assigns request to the next available MSS capable of working the lask type (order type). Exit POP system. Loader delivers the request to the assigned MSS.	BCS	Technical Associate	\$58.85	900	100%	84.90
110	Access Electronic Processing (EPRO) system and enter required information, i.e., billing info, authorized distributor info, order info. Approximately 30-50 entries may be required to be populated (customer name, bill telephone number, order number, circuit information, working telephone number of PIC change). EPRO contains a lot of detailed tracking information.	BCS	Technical Associate	\$58.85	9 00	100%	\$4.90
11		всѕ	MSS	\$69.13	3.00	100%	\$3.46
112	Verify LOA is included with request. If no LOA, check BI for permanent notation.	BCS	MSS	\$69.13	1.00	100%	\$1.15
113	If no LOA and no permanent notation in BI, call originator of request and request LOA be emailed or faxed.	BCS	MSS	\$69.13	1.50	100%	\$1.73
114	Access RDA system, verifyloblain the correct PIC or LPIC code for the carrier requested.	BCS	MSS	\$69.13	2:00	100%	\$2.30
115	Issue SPS order. Access SPS, enter Billed Telephone Number (BTN) and issue new order information to make the changes to PIC. Note details of request.	BCS	MSS	\$69.13	2.00	100%	\$2.30
116	Issue ASON (ACIS order/record change) order and verify order goes 2 Pending. Access ASON and manually create the order from scratch. Approximately 20-30 entries may be required. End order and pull order back up to view to ensure the order has flowed through to 2P. (2P means the order is pending, there are no errors on the order. the order is ready to flow through on the due date and the order flows to downstream departments) If order goes 1Pending (error out: normally formating error on PIC changes). MSS corrects order, end order and pulls order back up to view to ensure the order has flowed through to 2P.	BCS	MSS	\$69.13	9.00	400%	\$ 5.76
1=	117 Access note screen in BI system and note order information.	BCS	MSS	\$69.13	1.00	100%	\$1.15
118	Accass EPRO system, pull up track number, x the appropriate field to show request is complete. Send order confirmation to originator via fax or email.	BCS	MSS	\$69.13	2.00	400%	\$2.30
119	ACTIVITY ENDS WITH: Access POP system, pull	BCS	MSS	\$69.13	1.00	%05	\$0.58
120	120 Unit Activity Cost > SUM (LN 108119)) 					\$31.51

Presubscription interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

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		Bill of Acti	Bill of Activity Costs				
	Add PIC/LPIC protection for "ISDN Call Center (Prime)"						
121	ACTIVITY BEGINS WITH: Request to add PIC or LPIC protection and Letter of Authorization (LOA) are emailed or fased into the center from the Authorized Distributor. Protect Manager or Sales group. Print request of email or gather request off fax, ensure all paperwork for request is in the Center.	BCS	Technical Associate	\$58.85	1.00	100%	\$ 0°38
122	Review request, load into Productivity Order Profile (POP) system and assign to MSS. Validate request is filled out correctly and all required information is obtained. It is also will be supposed to the system and enter request. POP assigns information, etc. Access POP system and enter request. POP assigns request to the next available MSS capable of working the task type (order type). Exit POP system. Loader delivers the request to the assigned MSS.	BCS	Technical Associate	\$58.85	2 00	100%	\$4.90
123	Access Electronic Processing (EPRO) system and enter required information, i.e., billing info, authorized distributor info, order info. Approximately 30-50 entries may be required to be populated (customer name, bill telephone number, order number, circuit information, telephone number of where PIC code). EPRO contains a lot of detailed tracking information.	BCS	Technical Associate	\$58.85	9.00	100%	\$4.90
124		BCS	MSS	\$69.13	0.50	100%	\$0.58
125		BCS	MSS	\$69.13	1.50	20%	\$0.35
126	Issue ASON (ACIS order/record change) order and verify order goes 3C (Complete) Access ASON and manually create the (R order) Record Order from scratch. Approximately 20-30 entries may be required. End order and pull order back up to view to ensure the order has flowed through to 3C (Complete).	BCS	MSS	\$69.13	5.00	100%	\$5.76
127	127 Access note screen in BI system and note order information.	BCS	MSS	\$69.13	1.00	100%	\$1.15
128	Access EPRO system, pull up track number, x the appropriate field to 128 show request is complete. Send order confirmation to originator via fax or email.	BCS	MSS	\$69.13	2.00	100%	\$2.30
129	ACTIVITY ENDS WITH: Access POP system, pull up track number and complete the request.	BCS	MSS	\$69.13	1.00	100%	\$1.15
	Unit Activity Cost > SUM (LN 121129)						\$22.07

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

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		Bill of Act	Bill of Activity Costs				
	Remove PIC/LPIC protection for "ISDN Call Center (Prime)"						
130	ACTIVITY BEGINS WITH: Request to remove PIC or LPIC protection and Letter of Authorization (LOA) are enailed or thaxed into the content from the Authorized (Distribution, Project Manager or Sales group. Print request of email or gather request off fax, ensure all paperwork for request is in the Center.	BCS	Technical Associate	\$58.85	1.00	100%	\$0.98
131	Review request, load into Productivity Order Profile (POP) system and assign to Market Support Specialist (MSS). Validate request is filled out correctly and all required information is obtained, i.e. BTN, customer account information. Project Manager information, etc. Access POP system and enter request. POP assigns request to the next available MSS capable of working the task type (order type). Exit POP system. Loader delivers the request to the assigned MSS.	BCS	Technical Associate	\$58.85	900	100%	54 .90
132	Access Electronic Processing (EPRO) system and enter required information, i.e., billing info, authorized distributor info, order info. Approximately 30-50 entries may be required to be populated (customer name, bill telephone number, order number, circuit information, telephone number of where PIC code). EPRO contains a lot of detailed tracking information.	BCS	Technical Associate	\$58.85	9:00	100%	\$4.90
133	1	BCS	MSS	\$69.13	0.50	100%	\$0.58
134		BCS	MSS	\$69.13	1.50	50%	\$0.35
135	Issue ASON (ACIS order/record change) order and verify order goes 3C (Complete) Access ASON and manually create the (R order) Record Order from scratch. Approximately 20-30 entries may be required. End order and pull order back up to view to ensure the order has flowed through to 3C (Complete).	BCS	MSS	\$69.13	9:00	100%	\$5.76
136	136 Access note screen in BI system and note order information.	BCS	MSS	\$69.13	1.00	100%	\$1.15
137	Access EPRO system, pull up track number, x the appropriate field to 137 show request is complete. Send order confirmation to originator via fax or email.	BCS	MSS	\$69.13	2.00	100%	\$2.30
138	ACTVITY ENDS WITH: Access POP system, pull up track number and complete the request.	BCS	MSS	\$69.13	1 00	100%	\$1.15
139	139 Unit Activity Cost > SUM (LN 130138)						\$22.07

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

H		Bill of Activity Costs	vity Costs				
	Change PIC/LPIC for "ISDN Call Center (Direct)"						
140	i .	BCS	Technical Associate	\$58.85	1.00	100%	\$ 0.98
141	Review request, load into Productivity Order Profile (POP) system and assign to MSS. Validate requests is filled out correctly and all required information is Polaheid. i.e. BTN, customer account information. Project Manager information, etc. Access POP system and enter request. POP assigns request to the next available MSS capable of working the task type (order type). Exit POP system. Loader delivers the request to the assigned.	BCS	Technical Associate	\$58.85	5.00	100%	84 .90
142	1	BCS	Technical Associate	\$58.85	2.00	100%	\$4.90
143		BCS	MSS	\$69.13	3.00	100%	\$3.46
144		BCS	MSS	\$69.13	1 00	100%	\$1.15
145	Call originator of request if no LOA and no perm notation in BI and request LOA be emailed or faxed.	BCS	MSS	\$69.13	1.50	20%	\$0.35
146		BCS	MSS	\$69.13	2.00	100%	\$2.30
147	Issue ASON (ACIS order/record change) order and verify order goes 2Pending. Access ASON and manually create the order from scratch. Approximately 20-30 entires may be required. End order and pull order back up to view to ensure the order has flowed through to 2Pending. (2Pending means the order is pending, there are no errors on the order, the order is ready to flow through on the due date and the order flows to downstream departments.) If order goes 1Pending (error out; normally formatting error on PIC changes). MSS corrects order, end order and pulls order back up to view to ensure the order has flowed through to	BCS	MSS	\$ 69.13	2 00	100%	\$5.76
148		BCS	MSS	\$69.13	1 00	100%	\$1.15
149		BCS	MSS	\$69.13	2.00	100%	\$2.30
150	ACTIVITY ENDS WITH: Access POP system, bull up track number and complete the request.	BCS	MSS	\$69.13	1.00	100%	\$1.15
151	Unit Activity Cost > SUM (LN 140150)						\$28.40

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Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

		Bill of Activity Costs	rity Costs				
	Add PIC/LPIC protection for "ISDN Call Center (Direct)"			ļ			
152	ACTIVITY BEGINS WITH: Request to add PIC or LPIC protection and Letter of Authorization (LOA) z are emailed or fased into the center from the Authorized Distributor. Z are to add to a Sales group. Print request of email or gather request off fax, ensure all paperwork for request is in the Center.	BCS	Technical Associate	\$58.85	1.00	100%	\$0.98
153	Review request, load into Productivity Order Profile (POP) system and assign to Market Support Specialist (MSS). Validate request is filled out correctly and all required information is obtained, i.e. BTN, customer account information. Project Manager information, etc. Access POP system and enter request. POP assigns request to the next available MSS capable of working the task type (order type). Exit POP system. Loader delivers the request to the assigned MSS.	BCS	Technical Associate	\$58.85	2 00	100%	\$4.90
154	Access Electronic Processing (EPRO) system and enter required information. i.e billing info, authorized distributor info, order info. Approximately 30-50 entries may be required to be populated (customer name, bill telephone number, order number, circuit information, working telephone number of PLC change). EPRO contains a lot of detailed tracking information.	BCS	Technical Associate	\$58.85	9.00	100%	\$4.90
155		BCS	MSS	\$69.13	0.50	100%	\$0.58
156		BCS	MSS	\$69.13	1.50	50%	\$0.35
157	Issue ASON (ACIS order/record change) order and verify order goes 3C (Complete). Access ASON and manually create the (R order) Record Order from scratch. Approximately 20-30 entiries may be required. End order and pull order back up to view to ensure the order has flowed through to 3C (Complete).	BCS	MSS	\$69.13	5 00	100%	\$5.76
158	158 Access note screen in BI system and note order information.	BCS	MSS	\$69.13	1 00	100%	\$1.15
159	Access EPRO system, pull up track number, x the appropriate field to 159 show request is complete. Send order confirmation to originator via fax or email.	BCS	MSS	\$69.13	2.00	100%	\$2.30
160	ACTIVITY ENDS WITH: Access POP system, pull up track number and complete the request.	BCS	MSS	\$69.13	1.00	100%	\$1.15
191	161 Unit Activity Cost > SUM (LN 152160)						\$22.07

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

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		Bill of Activity Costs	ty Costs				
	Remove PIC/LPIC protection for "ISDN Call Center (Direct)"						
162	ACTIVITY BEGINS WITH: Request to remove PIC or LPIC protection and Letter of Authorization 2. (LOA) are emailed or faxed into the center from the Authorized Distributor, Project Manager or Sales group. Print request off email or gather request off fax, ensure all paperwork for request is in the Center.	BCS	Technical Associale	\$58.85	1.00	100%	\$0.98
163	Review request, load into Productivity Order Profile (POP) system and assign to Market Support Specialist (MSS). Validate request is filled out correctly and all required information is obtained, it is. BTN, customer account information. Project Manager information, etc. Access POP system and enter request. POP assigns request to the next available MSS capable of working the task type (order type). Exit POP system. Loader delivers the request to the assigned MSS.	BCS	Technical Associate	\$58.85	5.00	100%	64 .90
164	Access Electronic Processing (EPRO) system and enter required information, i.e., billing info, authorized distributor info, order info. Approximately 30-50 entires may be required to be populated (customer name, bill telephone number, order number, circuit information, working telephone number of PIC change). EPRO contains a lot of detailed tracking information.	BCS	Technical Associate	\$58.85	5.00	100%	\$4.90
165		BCS	MSS	\$69.13	0.50	100%	\$0.58
166	Call originator of request if no LOA and no perm notation in BI and request LOA be emailed or faxed.	BCS	MSS	\$69.13	1.50	20%	\$0.35
167	Issue ASON (ACIS order/record change) order and verify order goes 3C (Complete). Access ASON and manually create the (R order) Record Order from scratch. Approximately 20-30 entries may be required. End order and pull order back up to view to ensure the order has flowed through to 3C (Complete).	BCS	MSS	\$69.13	2.00	100%	\$5.76
168	168 Access note screen in BI system and note order information.	BCS	MSS	\$69.13	1.80	100%	\$1.15
169	Access EPRO system, buil up track number, x the appropriate field to 169 show request is complete. Send order confirmation to originator via fax or email.	BCS	MSS	\$69.13	2.00	100%	\$2.30
170	ACTIVITY ENDS WITH: Access POP system, pull up track number and complete the request.	BCS	MSS	\$69.13	1.00	100%	\$1.15
17.	171 Unit Activity Cost > SUM (LN 162170)						\$22.07

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

		Bill of Activity Costs	vity Costs				
	Change PIC/LPIC for "ISDN Call Center (Centrex)"					ı	i i
172	1	BCS	Technical Associate	\$58.85	1.00	100%	86.08
17.3	l	BCS	Technical Associate	\$58.85	5.00	100%	\$4.90
174	Access Electronic Processing (EPRO) system and enter required information, i.e., billing info, authorized distributor info, order info. Approximately 30-50 entries may be required to be populated (customer name, bill telephone number, order number, circuit information, working telephone number of PLC change). EPRO contains a lot of detailed tracking information.	BCS	Technical Associate	\$58.85	2.00	100%	\$4.90
175		BCS	MSS	\$69.13	3.00	100%	\$3.46
176	ı	BCS	MSS	\$69.13	1.00	100%	\$1.15
177	Call originator of request if no LOA and no permanent notation in BI and request LOA be emailed or faxed.	BCS	MSS	\$69.13	1.50	20%	\$0.35
178	: I	BCS	MSS	\$69.13	2.00	100%	\$2.30
179	Issue ASON (ACIS order/record change) order and verify order goes. PPending. Access ASON and manually create the order from scratch. Approximately 20-30 entiries may be required. End order and pull order back up to view to ensure the order has flowed through to 2Pending. (2Pending means the order is pending, there are no errors on the order, the order is practice and one order out; normally formatting error on PIC changes). MSS corrects order, end order and pulls order pack up to view to ensure the order than order and pulls order back up to view to ensure the order has flowed through to	BCS	WSS	\$69.13	2,00	100%	\$5.76
180		BCS	MSS	\$69.13	100	100%	\$1.15
185	Access EPRO system, buil up track number, x the appropriate field to show request is complete. Send order confirmation to originator via fax or email.	BCS	MSS	\$69.13	2.00	100%	\$2.30
182	ACTIVITY ENDS WITH: Access POP system, pull up track number and complete the request.	BCS	MSS	\$69.13	1.00	100%	\$1.15
83	183 Unit Activity Cost > SUM (LN 172182)						\$28.40

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

		Bill of Activity Costs	vity Costs				
	Add PIC/LPIC protection for "ISDN Call Center (Centrex)"						
184	ACTIVITY BEGINS WITH: Request to add PIC or IPI are emailed or faxed into th Project Manager or Sales of request off fax, ensure all p	BCS	Technical Associate	\$58.85	1.00	100%	86:0\$
185	Review request, load into Productivity Order Profile (POP) system and assign to Market Support Specialist (MSS) assign to Market Support Specialist (MSS) assign to Market Support Specialist (MSS) chained request is filled out correctly and all required information is obtained, i.e. BTN, customer account information, Project Manager information, etc. Access POP system and enter request. POP assigns inquest to the next available MSS capable of working the task type (order type). Exit POP system. Loader delivers the request to the assigned MSS.	BCS	Technical Associate	\$58.85	9:00	100%	\$4.90
186	Access Electronic Processing (EPRO) system and enter required information, i.e. billing info, authorized distributor info, order info. Approximately 30-50 entries may be required to be populated (customer name, bill telephone number, order number, circuit information, working telephone number of PLC change). EPRO contains a lot of detailed tracking information.	BCS	Technical Associate	\$58.85	5.00	100%	\$4.90
187		BCS	MSS	\$69.13	0:50	100%	\$0.58
188		BCS	MSS	\$69.13	1.50	20%	\$0.35
189	Issue ASON (ACIS orderfrecord change) order and verify order goes 3C (Complete). Access ASON and manually create the (R order) Record Order from scratch. Approximately 20-30 entries may be required. End order and pull order back up to view to ensure the order has flowed through to 3C (Complete).	BCS	MSS	\$69.13	5.00	100%	8 5.76
190	Access note screen in BI system and note order information (order number and order request information).	BCS	MSS	\$69.13	2.00	100%	\$2.30
191		BCS	MSS	\$69.13	1.00	100%	\$1.15
192	ACTIVITY ENDS WITH: Access POP system, pull up track number and complete the request.	BCS	MSS	\$69.13	1.00	400%	\$1.15
193	193 Unit Activity Cost > SUM (LN 184192)						\$22.07

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

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		Bill of Activity Costs	ity Costs				
	Remove PIC/LPIC protection for "ISDN Call Center (Centrex)"						
194	ACTIVITY BEGINS WITH: Request to remove PIC or LPIC protection and Letter of Authorization (LOA) are emailed or faxed into the center from the Authorized Distributor, Project Manager or Sales group. Print request off email or gather request off fax, ensure all paperwork for request is in the Center.	BCS	Technical Associate	\$58.85	1.00	100%	\$ 0.98
195	Review request, load into Productivity Order Profile (POP) system and assign to Market Support Specialist (MSS). Validate request is filled out correctly and all required information is obtained, i.e. BTN, customer account information. Project Manager information, etc. Access POP system and enter request. POP assigns request to the next available MSS capable of working the task type (order type). Exit POP system. Loader delivers the request to the assigned MSS.	BCS	Technical Associate	\$58.85	5.00	100%	\$4.90
196	Access Electronic Processing (EPRO) system and enter required information, i.e. billing info. authorized distributor info. order info. Approximately 30-50 entries may be required to be populated (customer name, bill telephone number, order number, circuit information. telephone number of where PIC code). EPRO contains a lot of detailed tracking information.	BCS	Technical Associate	\$58.85	5.00	100%	\$4.90
197	Check PPC process in RDA to verify all paperwork received for the remove PPC request, ex.(LOA, PPC removal form).	BCS	MSS	\$69.13	0.50	100%	\$0.58
198	Call originator of request if no LOA and no permanent notation in Bt and request LOA be emailed or faxed.	BCS	MSS	\$69.13	1.50	20%	\$0.35
199	Issue ASON (ACIS orderfrecord change) order and verify order goes 3C (Complete). Access ASON and manually create the (R order) Record Order from scratch. Approximately 20-30 entries may be required. End order and pull order back up to view to ensure the order has flowed through to 3C (Complete).	BCS	MSS	\$69.13	5.00	100%	\$5.76
200		BCS	MSS	\$69,13	1.00	100%	\$1.15
201		BCS	MSS	\$69.13	2.00	100%	\$2.30
202	ACTIVITY ENDS WITH: Access POP system, bull up track number and complete the request. Unit Activity Cost > SUM (LN 194202)	BCS	MSS	\$69.13	1.00	100%	\$1.15
						-	

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

	Bill of Ac	Bill of Activity Costs				
Change PIC/LPIC for "GEM"						
ACTIVITY BEGINS WITH: 204 Receive the request via armail or fax and reviews the request for accuracy or the customer calls into the center directly and advises the customer advocate wants to make a PIC or LPIC change.	BCS	Customer Advocate	\$54.79	1.00	100%	\$0.91
205 Verify PIC/LPIC request in Bill Inquiry/ACIS billing system. Access RDA if carrier code unknown.	BCS	Customer Advocate	\$54.79	1.00	100%	\$0.91
206 Explain rights if customer alleges a slam & complete slamming form. FLUPS information to the SCRT team.	BCS	Customer Advocate	\$54.79	3.00	4%	\$0.11
Fax LOA to customer on-line from desktop if customer has slamming protection on their account and LOA not included with request and 207 request customer of tax completed LOA back for our records. Customer advocate asks for permission to remove protection. If permission is granted, protection is removed. If not, order is canceled.	BCS	Customer Advocate	\$54.79	1.00	2%	\$0.05
208 Input service order into ASON order system.	BCS	Customer Advocate	\$54.79	2 00	100%	\$1.83
Verify the order is error free. Complete order confirmation via reply email to customer. Send order for processing via END command.	BCS	Customer Advocate	\$54.79	1.00	100%	\$0.91
210 Unit Activity Cost > SUM (LN 204209) Add PICL PIC protection for "GEM"						\$4.72
ACTIVITY BEGINS WITH: Receive the request via email or fax and review the request for accuracy or the customer calls into the center directly and advises the customer	BCS	Customer Advocate	\$54.79	1.00	100%	\$0.91
advocate wants to add PIC or LPIC protection. 212 Emailfax applicable LOA (blank form) to customer to complete and return.	BCS	Customer Advocate	\$54.79	1.00	100%	\$0.91
Return LOA by customer via mail to the assigned customer advocate in the center. Service rep reviews form for accuracy and completeness.	BCS	Customer Advocate	\$54.79	1.00	100%	\$0.91
Access account in ASON and add PIC or LPIC protection on each BTN 214 account This order will add PIC or LPIC protection to all lines each BTN account	BCS	Customer Advocate	\$54.79	2 00	100%	\$1.83
215 Unit Activity Cost > SUM (LN 211214)						\$4.56
Remove PIC/LPIC protection for "GEM"						
ACTIVITY BEGINS WITH: 16 Receive the request via email or fax and review the request for accuracy or the customer calls into the center directly and advises the customer advocate wants to remove PIC or LPIC protection.	BCS	Customer Advocate	\$54.79	1.00	100%	\$0.91
217 Email/fax applicable LOA (blank form) to customer to complete and return.	BCS	Customer Advocate	\$54.79	1.00	100%	\$0.91
Return LOA by customer via mail to the assigned customer advocate in the center. Service rep reviews form for accuracy and completeness.	BCS	Customer Advocate	\$54.79	1.00	100%	\$0.91
Access account in ASON and issue a record order to remove PIC or 219. LPIC protection on each BTN account. This order will remove PIC or LPIC protection to all lines on each BTN account.	BCS	Customer Advocate	\$54.79	2 00	100%	\$1.83
220 Unit Activity Cost > SUM (LN 216219)						\$4.56

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

	Bill of Activity Costs	vity Costs				
(A) (B)	(C)	(a)	(E)	(£)	(9)	
			Unit Resource Cost (\$/hr)	Resource Driver	Resource Cost	
Ln Provide Customer Account Record Exchange (CARE)/ASC/IPOC support - All PICA. PIC Changes	Workgroup boor - All PICA.PIC Ch	Job Title	Source: BORC	Source: Drivers	(G=E*F)	
221 CARE Support	CARE	~	\$73.25	104	\$7,618.00	
222 CARE Support	CARE	Manager-Mi	\$65.89	333	\$21,928.19	
223 CARE Support	CARE	Manager-OH	\$78.06	83	\$6,494.59	
224 IPOC Call Group	CARE	Service Representative	\$58.07	16	\$905.89	
225 IPOC Collections	CARE	Service Representative	\$58.07	104	\$6,039.28	
226 Unit Activity Gost > SUM (LN 221224)					\$42,985.95	
Provide Customer Account Record Exchange (CARE)/ASC/IPOC support - Manual PIC/LPIC Changes	port - Manual PIC/LPI	C Changes				
227 IPOC Error Correction	CARE	Service Representative	\$58.07	2611	\$151,610.09	
228 Unit Activity Cost > SUM (LN 227227)					\$151,610.09	
Provide Slamming Administration support						
229 Consumer Support	SCRT	Service Representative	\$54.79	1248	\$68,377.92	
230 Business Support	SCRT	Customer Advocate	\$53.21	51	\$2,711.58	
231 Unit Activity Cost > SUM (LN 229230)					\$71,089.50	
(A) (B)		(2)	<u>6</u>		(E)	Œ
		Unit Resource Cost (\$ per	Resource		•	Resource Cost
		req:)	Source.			
Ln Activities / Resources		Source: Input	Drivers	Resource Dr	Resource Driver Description	(F=C*D)
Provide Third Party Verification for a customer PIC/LPIC change						
232 Provide TPV for a consumer customer care PIC/LPIC change		\$0.83	0.97	% Time TPV Required for Consumer Customer Care	equired for tomer Care	\$0.81
233 Provide TPV for a business non complex PIC/LPIC change		\$0.83	0.07	% Time TPV Required for Business Non Complex	equired for Complex	\$0.06
234 Provide TPV for a business non complex PIC/LPIC add protect		\$0.83	00:00	TPV Non Comp	TPV Non Complex Add Weighting	\$0.0012

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

A	(A) Line	Q	9	, ,					
State JFC Work Group Job Title Der Hour (1) For Inflation (2) Heighting (3) Labor Cost	Line	0	2	(0)	(E)	(F)	(G) Factor to	£	€
OH 23XX Consumer Service Rep \$57.06 10716 24.77% UK 23XX Consumer Service Rep \$51.13 10716 38.60% UK 23XX Consumer Service Rep \$43.70 10716 38.60% Weighted 23XX Consumer Service Representative \$51.11 10716 100.00% MI 23XX Consumer Service Representative \$57.06 10716 100.00% OH 23XX Non Complex Service Representative \$57.06 10716 19.88% WI 23XX Non Complex Service Representative \$53.96 10716 19.88% WI 23XX Non Complex Service Representative \$53.96 10716 18.62% Weighted 23XX Global Service Representative \$53.96 10716 18.62% Weighted 23XX Global Service Representative \$53.96 10716 100.00% IL 23XX Global </th <th></th> <th>State</th> <th>JFC</th> <th>Work Group</th> <th>Job Tifle</th> <th>Labor Cost per Hour (1)</th> <th>restate labor rate to current and adjust for inflation (2)</th> <th>Weighting (3)</th> <th>Adjusted Labor Cost per Hour (F)*(G)*(H)</th>		State	JFC	Work Group	Job Tifle	Labor Cost per Hour (1)	restate labor rate to current and adjust for inflation (2)	Weighting (3)	Adjusted Labor Cost per Hour (F)*(G)*(H)
M.I. 233X Consumer Service Rep \$51.13 1/0716 23.27% OK 233X Consumer Service Rep \$51.13 1/0716 9.86% Weighted 23XX Consumer Service Representative \$51.13 1/0716 9.86% MI 23XX Consumer Technical Specialist \$51.13 1/0716 100.00% MI 23XX Non Complex Service Representative \$57.06 1/0716 100.00% Weighted 23XX Non Complex Service Representative \$53.06 1/0716 100.00% Weighted 23XX Non Complex Service Representative \$53.06 1/0716 100.00% Weighted 23XX Non Complex Service Representative \$53.06 1/0716 100.00% Weighted 23XX Global Service Representative \$53.06 1/0716 100.00% Weighted 23XX Global Service Representative \$54.95 1/0716 1/00.00% I.L </td <td>-</td> <td>Ą</td> <td>23XX</td> <td>Consumer</td> <td>Service Rep</td> <td>\$57.06</td> <td>1.0716</td> <td>27.25%</td> <td>\$16.66</td>	-	Ą	23XX	Consumer	Service Rep	\$57.06	1.0716	27.25%	\$16.66
IL 23XX Consumer Service Representative spanning \$5113 10716 38.60% Weighted 23XX Consumer Service Representative \$51.11 1,0716 9.88% MI 23XX Consumer Technical Specialist \$51.11 1,0716 100.00% MI 23XX Non Complex Service Representative \$51.13 1,0716 100.00% WI 23XX Non Complex Service Representative \$53.96 1,0716 19.89% WI 23XX Non Complex Service Representative \$53.96 1,0716 19.89% WI 23XX Global Service Representative \$53.96 1,0716 19.89% WI 23XX Global Service Representative \$53.96 1,0716 19.89% M 23XX Global Service Representative \$53.96 1,0716 100.00% OH 23XX Global Service Representative \$54.95 1,0716 100.00% IL <td< td=""><td>7</td><td>Ξ</td><td>23XX</td><td>Consumer</td><td>Service Rep</td><td>\$49.65</td><td>1.0716</td><td>24.27%</td><td>\$12.91</td></td<>	7	Ξ	23XX	Consumer	Service Rep	\$49.65	1.0716	24.27%	\$12.91
OK 23XX Consumer Service Representative \$48.70 10716 9 88% Mil 23XX Consumer Technical Specialist \$51.11 10716 100.00% IL 23XX Non Complex Service Representative \$57.06 10716 100.00% MI 23XX Non Complex Service Representative \$53.06 10716 26.61% Weighted 23XX Non Complex Service Representative \$53.06 10716 138% Weighted 23XX Non Complex Service Representative (Wtd) \$53.06 10716 138% Weighted 23XX Non Complex Service Representative (Wtd) \$53.06 10716 186.2% Weighted 23XX Global Service Representative (Wtd) \$53.06 10716 186.2% OH 23XX Global Service Representative (Wtd) \$53.06 10716 100.00% MI 23XX Global Service Representative (Wtd) \$53.06 10716 100.00%	3	ر	23XX	Consumer	Service Rep	\$51.13	1.0716	38.60%	\$21.15
Weighted 23XX Consumer Service Representative \$51.11 1,0716 100.00% II. 23XX Consumer Technical Specialist \$51.13 1,0716 100.00% OH 23XX Non Complex Service Representative \$53.96 1,0716 19.88% Will 23XX Non Complex Service Representative \$53.96 1,0716 19.88% Weighted 23XX Non Complex Service Representative \$53.96 1,0716 19.88% Weighted 23XX Global Service Representative \$53.96 1,0716 18.62% MI 23XX Global Service Representative \$53.96 1,0716 15.86% Velighted 23XX Global Service Representative \$54.53 1,0716 15.86% MI 23XX Global Service Representative \$54.53 1,0716 100.00% VI 23XX Global Service Representative \$54.92 1,0716 100.00% IL </td <td>4</td> <td>Š</td> <td>23XX</td> <td>Consumer</td> <td>Service Rep</td> <td>\$48.70</td> <td>1.0716</td> <td>9.88%</td> <td>\$5.16</td>	4	Š	23XX	Consumer	Service Rep	\$48.70	1.0716	9.88%	\$5.16
MI 23XX Consumer Technical Specialist \$51.11 1,0716 100 00% 0H 23XX Non Complex Service Representative \$51.03 1,0716 26.61% MI 23XX Non Complex Service Representative \$53.06 1,0716 26.61% Will 23XX Non Complex Service Representative \$53.98 1,0716 56.61% Weighted 23XX Non Complex Service Representative \$53.98 1,0716 45.52% MI 23XX Global Service Representative \$53.06 1,0716 45.52% MI 23XX Global Service Representative \$51.03 1,0716 45.52% Mil 23XX Global Service Representative \$51.05 1,0716 45.52% Meighted 23XX Global Service Representative \$54.53 1,0716 45.52% LL 23XX Global Service Representative \$54.53 1,0716 100.00% LL	5	Weighted	23XX	Consumer	Service Representative		=	100.00%	\$55.88
IL 23XX Non Complex Service Representative \$51.13 1,0716 26.61% MI 23XX Non Complex Service Representative \$55.06 1,0716 26.61% WI 23XX Non Complex Service Representative \$53.98 1,0716 53.51% Weighted 23XX Non Complex Service Representative \$55.98 1,0716 \$15.88% MI 23XX Global Service Representative \$55.06 1,0716 \$15.88% UL 23XX Global Service Rep \$54.95 1,0716 \$15.88% Veighted 23XX Global Service Representative \$55.13 1,0716 \$15.88% Veighted 23XX Global Service Representative \$55.13 1,0716 \$15.88% Veighted 23XX Global Clerical Assoc \$54.53 1,0716 \$10.00% IL 23XX Global Clerical Assoc \$54.53 1,0716 100.00% IL 23XX	9	₹	23XX	Consumer	Technical Specialist	\$51.11	1.0716	100.00%	\$54.77
OH 23XX Non Complex Service Representative \$57.06 1,0716 19.88% WI 23XX Non Complex Service Representative \$53.96 1,0716 19.88% Weighted 23XX Non Complex Service Representative \$53.96 1,0716 18.82% MI 23XX Global Service Representative \$51.13 1,0716 45.52% MI 23XX Global Service Representative \$51.13 1,0716 45.52% Velighted 23XX Global Service Representative \$51.13 1,0716 45.52% VM in 23XX Global Clerical Assoc \$54.53 1,0716 45.52% VM in 23XX Global Clerical Assoc \$54.53 1,0716 45.52% VM in 23XX Global Clerical Associate \$54.93 1,0716 100.00% VM in 23XX BCS Technical Associate \$54.93 1,0716 100.00% VM in 23XX	7	ڀ	23XX	BCS	Service Representative	\$51.13	1.0716	100.00%	\$54.79
MI 23XX Non Complex Service Representative \$49.65 10716 19 88% Weighted 23XX Non Complex Service Representative (Wtd) \$53.98 10716 19 88% Meighted 23XX Global Service Representative (Rtd) \$57.06 10716 45.52% MI 23XX Global Service Representative \$51.13 10716 45.52% Weighted 23XX Global Service Representative \$52.71 10716 45.52% MI 23XX Global Clerical Assoc \$52.71 10716 45.52% MI 23XX Global Clerical Assoc \$54.97 10716 45.52% Virial 23XX Global Clerical Assoc \$54.97 10716 100.00% IL 23XX Global Clerical Associate \$54.92 10716 100.00% IL 23XX BCS Service Representative \$53.13 10716 100.00% IL 23XX CARE<	&	동	23XX	Non Complex	Service Representative	\$57.06	1.0716	26.61%	\$16.27
WI 23XX Non Complex Service Representative (Wtd) \$53.98 1,0716 53.51% Weighted 23XX Global Service Representative (Wtd) \$57.06 1,0716 45.52% MI 23XX Global Service Rep \$54.13 1,0716 45.52% IL 23XX Global Service Representative \$51.13 1,0716 45.52% Weighted 23XX Global Service Representative \$54.53 1,0716 45.52% MI 23XX Global Clerical Assoc \$54.53 1,0716 45.52% MI 23XX Global Clerical Assoc \$54.93 1,0716 45.52% IL 23XX Global Clerical Associate \$54.93 1,0716 45.52% IL 23XX Global Clerical Associate \$54.93 1,0716 400.00% IL 23XX BCS Service Order Writer \$54.92 1,0716 100.00% IL 23XX CARE <t< td=""><td>6</td><td>Ē</td><td>23XX</td><td>Non Complex</td><td>Service Representative</td><td>\$49.65</td><td>1.0716</td><td>19.88%</td><td>\$10.58</td></t<>	6	Ē	23XX	Non Complex	Service Representative	\$49.65	1.0716	19.88%	\$10.58
Weighted 23XX Non Complex Service Representative (Wtd) \$57.06 1,0716 18.62% OH 23XX Global Service Rep \$57.06 1,0716 45.52% IL 23XX Global Service Representative \$51.13 1,0716 45.52% Weighted 23XX Global Service Representative \$54.53 1,0716 45.52% VM in 23XX Global Clerical Assoc \$52.71 1,0716 45.52% VM eighted 23XX Global Clerical Assoc \$54.97 1,0716 45.52% VM eighted 23XX Global Clerical Assoc \$54.97 1,0716 100.00% IL 23XX Global Clerical Associate \$54.97 1,0716 100.00% IL 23XX BCS Technical Associate \$54.92 1,0716 100.00% IL 23XX BCS Technical Associate \$54.92 1,0716 100.00% IL 23XX CARE	9	MI	23XX	Non Complex	Service Representative	\$53.98	1.0716	53.51%	\$30.95
OH 23XX Global Service Rep \$57.06 1,0716 18 62% IL 23XX Global Service Representative \$51.13 1,0716 45.52% Weighted 23XX Global Service Representative \$54.53 1,0716 18 62% OH 23XX Global Clerical Assoc \$52.71 1,0716 45.52% Neighted 23XX Global Clerical Assoc \$52.71 1,0716 45.52% Neighted 23XX Global Clerical Associate \$52.71 1,0716 35.86% IL 23XX Global Clerical Associate \$54.97 1,0716 100.00% IL 23XX BCS Service Order Writer \$54.97 1,0716 100.00% IL 23XX BCS Technical Associate \$54.92 1,0716 100.00% IL 23XX BCS Technical Associate \$54.92 1,0716 100.00% IL 23XX GARE Aca Manager-OH	± 	Weighted	23XX	Non Complex	Service Representative (Wtd)			100.00%	\$57.80
MI 23XX Global Service Rep \$49.65 1,0716 45.52% IL 23XX Global Service Rep \$51.13 1,0716 15.86% OH 23XX Global Clerical Assoc \$54.53 1,0716 18.62% NI 23XX Global Clerical Assoc \$52.71 1,0716 45.52% Weighted 23XX Global Clerical Associate \$54.97 1,0716 45.52% IL 23XX Global Clerical Associate \$54.97 1,0716 100.00% IL 23XX BCS Service Order Writer \$54.92 1,0716 100.00% IL 23XX BCS Technical Associate \$54.92 1,0716 100.00% IL 23XX BCS Technical Associate \$54.92 1,0716 100.00% VI 23XX BCS Technical Associate \$54.92 1,0716 100.00% VI 23XX CARE Manager-MI \$72.84	12	В	23XX	Global	Service Rep	\$57.06	1.0716	18.62%	\$11.39
Weighted 23XX Global Service Representative \$51.13 1.0716 18.62% OH 23XX Global Clerical Assoc \$54.53 1.0716 18.62% MI 23XX Global Clerical Assoc \$54.97 1.0716 45.52% Weighted 23XX Global Clerical Associate \$52.71 1.0716 45.52% Weighted 23XX Global Clerical Associate \$54.97 1.0716 100.00% IL 23XX BCS Service Order Writer \$54.92 1.0716 100.00% IL 23XX BCS Technical Associate \$54.92 1.0716 100.00% IL 23XX BCS Technical Associate \$54.92 1.0716 100.00% VI 23XX BCS Technical Associate \$54.92 1.0716 100.00% VI 23XX CARE Area Manager-OH \$51.03 1.0716 100.00% VI 23XX CARE Service Representativ	£ ‡	₹ =	23XX	Global	Service Rep	\$49.65	1.0716	45.52%	\$24.22
Weignted 23XX Global Clerical Assoc \$54.53 1,0716 18 62% NI 23XX Global Clerical Assoc \$52.71 1,0716 45.52% IL 23XX Global Clerical Assoc \$52.71 1,0716 45.52% Verighted 23XX Global Clerical Associate \$54.97 1,0716 100.00% IL 23XX BCS Service Order Writer \$54.92 1,0716 100.00% IL 23XX BCS Technical Associate \$54.92 1,0716 100.00% VII 23XX BCS Customer Advocate \$54.92 1,0716 100.00% VII 23XX Sales Service Representative \$53.98 1,0716 100.00% VII 23XX CARE Manager-MI \$51.84 1,0716 100.00% VII 23XX CARE Service Representative \$54.19 1,0716 100.00% VII 23XX CARE Service Representative	ا : :	1	2000	Gional	dev este ven	57.15	01.0.1	33.00.0	00.00
OH 23XX Global Clerical Assoc \$54.53 1,0716 18.62% IL 23XX Global Clerical Assoc \$52.71 1,0716 45.52% Weighted 23XX Global Clerical Assoc \$49.97 1,0716 150.00% IL 23XX BCS Service Order Writer \$54.92 1,0716 100.00% IL 23XX BCS Technical Associate \$54.92 1,0716 100.00% IL 23XX BCS Technical Associate \$54.92 1,0716 100.00% VII 23XX BCS Customer Advocate \$54.92 1,0716 100.00% VII 23XX CARE Area Manager Another Spisars \$56.39 1,0716 100.00% VII 23XX CARE Manager Another Spisars \$56.49 1,0716 100.00% VII 23XX CARE Service Representative \$54.19 1,0716 100.00% VII 23XX CARE Service Representa	ç	Weignted	73XX	Global	Service Representative			100.00%	\$55.26
MI 23XX Global Clerical Assoc \$5.271 10716 45.52% IL 23XX Global Clerical Assoc \$49.97 1.0716 45.52% IL 23XX BCS Service Order Writer \$54.92 1.0716 100.00% IL 23XX BCS Technical Associate \$54.92 1.0716 100.00% IL 23XX BCS Technical Associate \$54.92 1.0716 100.00% VI 23XX BCS Customer Advocate \$51.13 1.0716 100.00% VI 23XX CARE Area Manager \$68.35 1.0716 100.00% VI 23XX CARE Manager-MI \$51.284 1.0716 100.00% VI 23XX CARE Service Representative \$54.19 1.0716 100.00% VI 23XX CARE Service Representative \$54.19 1.0716 100.00% VI 23XX SCRT Service Representative \$54.19	16	9 H	23XX	Global	Clerical Assoc	\$54.53	1.0716	18.62%	\$10.88
L	17	∑ :	23XX	Global	Clerical Assoc	\$52.71	1.0716	45.52%	\$25.71
Weighted 23XX Global Clerical Associate 100,00% IL 23XX BCS Service Order Writer \$54.92 1,0716 100,00% IL 23XX BCS Technical Associate \$54.92 1,0716 100,00% IL 23XX BCS Technical Associate \$54.92 1,0716 100,00% VI 23XX BCS Customer Advocate \$53.98 1,0716 100,00% VI 23XX CARE Area Manager-OH \$72.84 1,0716 100,00% VI 23XX CARE Manager-MI \$54.49 1,0716 100,00% VI 23XX CARE Service Representative \$54.19 1,0716 100,00% VI 23XX SCRT Service Representative \$54.19 1,0716 100,00% VI 23XX SCRT Scritt Service Representative \$54.19 1,0716 100,00% VI 23XX SCRT Scritt Scritt Scritt<	Í	7	23XX	Global	Ciencal Assoc	\$49.97	1.0716	35.86%	\$19.20
IL 23XX BCS Service Order Writer \$54.92 10716 100.00% IL 23XX BCS Technical Associate \$54.92 1.0716 100.00% IL 23XX BCS Customer Advocate \$54.92 1.0716 100.00% VI 23XX BCS Customer Advocate \$53.98 1.0716 100.00% VI 23XX CARE Area Manager And Manager And And Manager And		Weighted	23XX	Global	Clerical Associate			100.00%	\$55.79
IL 23XX BCS MSS \$64.51 1,0716 100.00% IL 23XX BCS Technical Associate \$54.92 1,0716 100.00% VI 23XX BCS Customer Advocate \$53.98 1,0716 100.00% VI 23XX CARE Area Manager And Manager And And Manager And	20	ہے	23XX	BCS	Service Order Writer	\$54.92	1.0716	100.00%	\$58.85
IL 23XX BCS Technical Associate \$54 92 10716 100 00% IL 23XX BCS Customer Advocate \$51.13 1.0716 100 00% WI 23XX Sales Service Representative \$53.98 1.0716 100 00% NI 23XX CARE Area Manager-OH \$72.84 1.0716 100 00% MI 23XX CARE Service Representative \$54.49 1.0716 100 00% OH 23XX SCRT Manager-MI \$54.99 1.0716 100 00% MI 23XX SCRT Service Representative \$51.13 1.0716 100 00% MI 23XX SCRT Customer Advocate \$51.13 1.0716 100 00%	21	_	23XX	BCS	MSS	\$64.51	1.0716	100.00%	\$69.13
IL 23XX BCS Customer Advocate \$51.13 1.0716 100.00% WI 23XX CARE Area Manager \$53.98 1.0716 100.00% OH 23XX CARE Amanager-OH \$72.84 1.0716 100.00% TX 23XX CARE Banager-M \$61.49 1.0716 100.00% TX 23XX CARE Service Representative \$54.19 1.0716 100.00% OH 23XX SCRT Service Representative \$51.13 1.0716 100.00% MI 23XX SCRT Customer Advocate \$53.13 1.0716 100.00%	22	_	23XX	BCS	Technical Associate	\$54.92	1.0716	100.00%	\$58.85
WI 23XX Sales Service Representative \$53.98 1.0716 100.00% IN 23XX CARE Area Manager OH \$68.35 1.0716 100.00% OH 23XX CARE Manager-MI \$61.49 1.0716 100.00% TX 23XX CARE Service Representative \$54.19 1.0716 100.00% OH 23XX SCRT Manager \$72.84 1.0716 100.00% MI 23XX SCRT Customer Advocate \$51.13 1.0716 100.00% MI 23XX SCRT Customer Advocate \$54.65 1.0716 100.00%	23	¥	23XX	BCS	Customer Advocate	\$51.13	1.0716	100.00%	\$54.79
N 23XX CARE Area Manager \$58.35 1.0716 100.00% OH 23XX CARE Manager-OH \$72.84 1.0716 100.00% MI 23XX CARE Manager-MI \$51.49 1.0716 100.00% TX 23XX CARE Service Representative \$54.19 1.0716 100.00% L 23XX SCRT Service Representative \$51.13 1.0716 100.00% MI 23XX SCRT Customer Advocate \$59.65 1.0716 1.00.00% MI 23XX SCRT Customer Advocate \$54.95 1.0716 1.00.00% C Carter Carter	24	Š	23XX	Sales	Service Representative	\$53.98	1.0716	100.00%	\$57.85
OH 23XX CARE Manager-OH \$72.84 10716 100.00% MI 23XX CARE Manager-MI \$61.49 1.0716 100.00% TX 23XX CARE Service Representative \$54.19 1.0716 100.00% IL 23XX SCRT Service Representative \$51.13 1.0716 100.00% MI 23XX SCRT Customer Advocate \$549.65 1.0716 100.00%	25	Z	23XX	CARE	Area Manager	\$68.35	1.0716	100.00%	\$73.25
MI 23XX CARE Manager-MI \$61.49 10716 100.00% TX 23XX CARE Service Representative \$53.4.9 1.0716 100.00% OH 23XX SCRT Service Representative \$51.13 1.0716 100.00% MI 23XX SCRT Customer Advocate \$51.13 1.0716 100.00% MI 23XX SCRT Customer Advocate \$6.00.00%	56	R	23XX	CARE	Manager-OH	\$72.84	1.0716	100.00%	\$78.06
TX 23XX CARE Service Representative \$54.19 1.0716 100.00% OH 23XX SCRT Manager \$12.84 1.0716 100.00% IL 23XX SCRT Service Representative \$51.13 1.0716 100.00% MI 23XX SCRT Customer Advocate \$49.65 1.0716 100.00%	27	Ξ	23XX	CARE	Manager-MI	\$61.49	1.0716	100.00%	\$65.89
OH 23XX SCRT Manager \$12.84 10716 100.00% IL 23XX SCRT Service Representative \$51.13 1.0716 100.00% MI 23XX SCRT Customer Advocate \$49.65 1.0716 100.00%	78	¥	23XX	CARE	Service Representative	\$54.19	1.0716	100.00%	\$58.07
IL 23XX SCRT Service Representative \$51.13 1.0716 100.00% MI 23XX SCRT Customer Advocate \$49.65 1.0716 1.00.00%	59	F	23XX	SCRT	Manager	\$72.84	1.0716	100.00%	\$78.06
MI 23XX SCRT Customer Advocate \$49.65 10/16 100.00%	දු	؛ بــ	23XX	SCRT	Service Representative	\$51.13	1.0716	100.00%	\$54.79
	31	₹ .	23XX	SCRT	Customer Advocate	\$49.65	1.0716	100:00%	\$53.21

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2002-2008

September 2004

Bill of Resource Costs

NOTES:
(1) Labor rates located in input tab

(2) Restate to Current and Inflation Calculations:

	Year	Value
Labor Rate Base Year	2003	
Capa See See See	2007	%) c
2004 wage increase	2007	20.7
2005 Wage Increase	2005	2.5%
Secretary 900C	2006	2.5%
ZOOD Waye Increase	2007	
Inflation to midpoint based on union contract increase	union contract increase	91/0.1

(3) The Consumer Service Representative, Global Service Representative and Clerical Associate, and Non Complex Service Representative can perform work for Illinois customers. The weightings were based on the number of employees located in each state doing the work function.

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

Drivers			
ACTIVITY DRIVERS			
(A) (B)	(C) Percent Orders by	(D) Percent Manual Orders	(E)
Line Driver Description	Source: Input	Source: Input	(E)=(C),(D)
% of manual orders worked by Co.	96.64%	79.07%	76.42%
2 % of manual orders worked by Global Markets center	0.39%	79.07%	0.31%
3 % of manual orders worked by Complex - Sales (Signature Accounts) center	0.39%	79.07%	0.31%
4 % of manual orders worked by Complex - Sales Support (Signature Accounts) center	0.12%	79.07%	%60.0
5 % of manual orders worked by Non Complex (Value) center	2.00%	%10.61	1.58%
6 % of manual orders worked by ISDN Prime center	%00.0	%10.61	0.00%
7 % of manual orders worked by ISDN Direct center	%00:0	%10.61	0.00%
8 % of manual orders worked by ISDN Centrex center	0.01%	79.07%	0.01%
9 % of manual orders worked by GEM center	0.45%	79.07%	0.36%
(A) (B)	<u> </u>	0	Œ
	Quantity Add/Remove	Quantity Total	
	Protects	PIC/LPIC Changes	Value
Line Driver Description	Source: Input	Source: Input	(e)=(c) / (b)
10 Ratio of Consumer Customer Care Adds to Total PIC & LPIC Changes	68555	2,950,632	0.0232
11 Ratio of Global Markets Adds to Total PIC & LPIC Changes	2029	2,950,632	0.0007
12 Ratio of Complex - Sales Account Adds to Total PIC & LPIC Changes	2893	2,950,632	0.0010
13 Ratio of Complex - Sales Support Account Adds to Total PIC & LPIC Changes	914	2,950,632	0.0003
14 Ratio of Non Complex Adds to Total PIC & LPIC Changes	4407	2,950,632	0.0015
15 Ratio of ISDN Prime Adds to Total PIC & LPIC Changes	20	2,950,632	0.000007
16 Ratio of ISDN Direct Adds to Total PIC & LPIC Changes	0	2,950,632	0.0000
17 Ratio of ISDN Centrex Adds to Total PIC & LPIC Changes	22	2,950,632	0.00003
18 Ratio of GEM Adds to Total PIC & LPIC Changes	6309	2,950,632	0.0021
19 Ratio of Consumer Customer Care Removes to Total PIC & LPIC Changes	6073	2,950,632	0.0021
20 Ratio of Global Markets Removes to Total PIC & LPIC Changes	2595	2,950,632	6000:0
21 Ratio of Complex - Sales Removes to Total PIC & LPIC Changes	1328	2,950.632	0.0005
22 Ratio of Complex - Sales Support Removes to Total PIC & LPIC Changes	419	2,950,632	0.0001
23 Ratio of ISDN Prime Removes to Total PIC & LPIC Changes	18	2,950,632	9000000
24 Ratio of ISDN Direct Removes to Total PIC & LPIC Changes	0	2,950,632	0.000
	65	2,950,632	0.000022
26 Ratio of GEM Removes to Total PIC & LPIC Changes	5040	2,950,632	0.0017

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

	Drivers	
(8)	(C)	<u>Q</u>
	PIC/LPIC Changes	Value
Dríver Description	Source: Input	(1/0)
1/Total PIC-LPIC Transactions	2,950,632	0.0000003389
(8)	(5)	Q)
	PIC/LPIC Changes by	
	Channel	Value
Driver Description	Source: Input	(1/0)
28 PIC/LPICs per Order - Consumer	2.01	0.50
PIC/LPICs per Order - Global	20.00	0.02
PIC/LPICs per Order - Complex - Sales (Signature)	8.15	0.12
PIC/LPICs per Order - Complex - Sales Support (Signature)	8.15	0.12
PIC/LPICs per Order - Non Complex (Value)	26.4	0.20
PIC/LPICs per Order - ISDN Prime	96.40	0.01
PIC/LPICs per Order - ISDN Direct	2:00	0.50
PIC/LPICs per Order - ISDN Centrex	61.52	0.02
PIC/LPICs per Order - GEM	8.25	0.12
PIC/LPICs per Order - Wtd. Avg based on service orders	2.32	0.43
(8)	(5)	
	% Time TPV Required	
Driver Description	Source: Input	
TPV Consumer Customer Care Change Weighting	%0'.26	
39 TPV Non Complex Change Weighting	7.0%	

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

	Driv	Drivers			
(A)	(8)	(5)	(a)	(E) Total Transaction	(<u>4</u>)
# !:-	Driver Description	% Time TPV Required Source: Input	Total Add Quantity Source: Input	Quantity Source: Input	Value ((F)=C*(D/E))
40 TPV Non Complex Add Weighting		100.0%	4407	2,950,632	0.0015
(4)	(8)	.(0)	(Q)	(E) Yime Dedicated	(F)
		Number of Employees	Resource me (annual hours)	to Support Illinois PIC/LPIC	Value
Line	Driver Description	Source: Input	Source: Input	Source: Input	(F=C*D*E)
41 CARE Area Manager - IN Labor Hours	abor Hours	1	2,080	5.0%	101
42 CARE Manager - MI Labor Hours	Hours		2,080	16.0%	333
43 CARE Manager - OH Labor Hours	Hours	-	2,080	4.0%	83
44 CARE Service Representative - TX	ve - TX Labor Hours (error correction)	4	2,080	31.4%	2,611
45 CARE Service Representati	CARE Service Representative - TX Labor Hours (call group)	6	2,080	0.08%	16
46 CARE Service Representative - TX	ve - TX Labor Hours (collections)	1	2,080	5.0%	104
47 SCRT Service Representative	e/e	3	2,080	20.0%	1,248
48 SCRT Customer Advocate			2,080	2.5%	51
(Y)	(B)	(0)			
:		Value			
Line	Driver Description	Source: Input			
AD 9/ Manual DIC I DIC Transactions	Shippe	70 07			

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

		Glossary
AAC1	Intralata Access Carrier	ASON+ screen for Intralata carrier PIC changes.
ACIS	Ameritech Customer Information System	System that does billing of retail customers exchange tariff network access or channel services, equipment and/or usage products and services. It downloads billing based on bill
ASC	Access Service Center	Location where service representatives are employed. The ASC was previously called the ICSC (Interexchange Carrier Service Center).
ASON	ACIS	Part of the ACIS ordering and billing system, used for the mechanized entry of retail service orders. ASON is used for the basic POTS service and ASON+ for the more complex products and services.
BCS	Business Communication Services	
<u> </u>	Billing Inquiry	Subsystem of ACIS
BORC	Bill of Resource Costs	The section of the cost study that shows the cost of each resource. Resources can be labor such as a service representative's time or equipment such as a multipurpose position. In the case of this study it is labor.
BRI	Basic Rate Interface	
BTN	Billed Telephone Number	
CARE	Customer Account Record Exchange	Application that interfaces with the interexchange carriers to provide them with tariffed FCC mandated billing information and optional ALDIS products.
၁၁၁	Consumer Call Center	Consumer group of service representatives taking inbound calls from customers. The service representatives handle inquiries for products and services offered by SBC-East.
CMI Aspen		Outside vendor that handles adding PIC/LPIC protection.
Compliance Statement		Scripted request to access customer's records
CRD	Competitive Response Database	Database that receives and sends files to downstream systems to process orders.
CSR	Customer Service Record	Reflects the customer's current lines and products with SBC.
СТІ	Computer Telephony Information	System used by service representatives to place and receive calls.

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

Glossary	ASON+ screen for Intralata carrier PIC changes.		Ordering system used in Brecksville (Ohio), Saginaw (Michigan) and Pewaukee (Wisconsin).	The letter of authorization is sent to a customer when third party verification cannot take place over the telephone. The	LOA is written authorization by the customer that a carrier	change can take place and/or blocking protection can be	The Intralata carrier selected by the customer	חוס וווי מימומ ממוזים פסיסינים של יווס ממפוטווים:	The Interlata carrier selected by the customer.	PIC or LPIC	An application which routes electronic orders to the proper	Call Center and to an individual Customer Advocate, matching	skills with order content.	FID used to order add or remove PIC freeze.	FID used to order add or remove LPIC freeze.	An application that delivers web-based GUI to automate the	manually intensive Rapid Deployment table update process.	Scripted request to ask the customer if everything requested has been handled properly.	This group resolves all customer slamming complaints.	Provides on-line entry of ISDN and Centrex provisioning	requests. Mechanized means of transmitting centrex provisioning forms from marketing downstream to network	departments. Also provides a means of transmitting	information provider requests between c	TPV by a third party vendor is required whenever a PIC/LPIC	change is done or blocking protection is added to a	
	Equal Access Carrier	Electronic Processing	English Service Order Negotiation		Letter of Authorization		Local Presubscription	Interexchange Carrier	Presubscription Interexchange Carrier	(see apove)		Productivity Order Profile		Prohibit PIC Change	PIC Protect Local	Reference Deployment	Automation		Slamming Complaint Resolution Team		Service Provisioning	System			Third Party Verification	
	EAC	EPRO	ESON		LOA		Jia -	2	PIC	PIC/LPIC		POP		PPC	₽₽L	RDA		Script Tag	SCRT		V d v) 5			7PV	

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

	Source		Ó				2004 Union Labor Contract 2004 Union Labor Contract 2004 Union Labor Contract
Input	Value	September 2004 SBC - Illinois Study	Presubscription Interexchange Carrier (PIC) Change Charge	Nomecuning Cost Study 2005-2008	2006	2003	2.0% 2.5% 2.5%
	Input	Completion Date State	Cost Study Title	Cost Study Subritle 2 Cost Study Period	Midpoint	Labor Rate Base Year	
							2004 Wage Increase 2005 Wage Increase 2006 Wage Increase

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

	Source	Associate Director-Ad Hoc Reporting	Associate Director-Ad Hoc Reporting 25 PIC and 25 LPIC changes per request (provided by Area Manager - Operations Support) Associate Director-Ad Hoc Reporting
Input	Value	96.64% 0.39% 0.39% 0.12% 2.00% 0.002% 0.000% 100%	2.01 50.00 8.15 8.15 8.15 2.00 6.40 2.00 61.52 8.25
	Input	Percent of Service Orders by Channel Consumer Global Markets Complex - Sales (Signature Accounts) Complex - Sales Support (Signature Accounts) Non Complex (Value Accounts) Non Complex (Value Accounts) Sovernment/Education/Municipal (GEM) ISDN Prime ISDN Direct ISDN Centrex Total	PIC/LPIC Changes per Request by Channel Consumer Customer Care Global Markets Signature Accounts - Complex Sales Signature Accounts - Complex Sales Signature Accounts - Complex Sales Signature Accounts - Value Accounts ISDN Prime ISDN Centrex Government/Education/Municipal (GEM) PIC/LPICs per Order - Witd. Avg based on service orders

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

Input	Value Source	32.17% Derived from ARMIS data	r Care PIC/LPIC Change 97.0% Manager - Quality/M&P/Process 7.0% Field Operations Manager mer PIC/LPIC Add 100.0% Field Operations Manager	1 Area Manager - Quality/M&P/Process 1 Area Manager - Quality/M&P/Process 1 Area Manager - Quality/M&P/Process 4 Manager - ASC 9 Manager - ASC 1 Manager - ASC	2,080 Calculation (52 weeks x 40 hours per week)	5.0% 16.0% 4.0% 31.4% 0.1% 5.0%	3 SCRT - Coach Leader 1 SCRT - Manager Call Center	Senitative 20.0% Area Manager - SCRT 2.5% Area Manager - SCRT
	Input	Overhead Factor	Percent of time TPV required for Consumer Customer Care PIC/LPIC Change Percent of time TPV required for Non Complex customer PIC/LPIC Change Percent of time TPV required for Non Complex customer PIC/LPIC Add	CARE Area Manager - IN CARE Manager - MI CARE Manager - OH CARE Service Representative - TX (error correction) CARE Service Representative - TX (call group) CARE Service Representative - TX (collections)	Annual Hours	CARE Labor Support % Dedicated to Support SBC Illinois - Area Manager IN % Dedicated to Support SBC Illinois - Manager MI % Dedicated to Support SBC Illinois - Manager OH % Dedicated to Support SBC Illinois - Service Representative (error correction) % Dedicated to Support SBC Illinois - Service Representative (call group) % Dedicated to Support SBC Illinois - Service Representative (collections) % Dedicated to Support SBC Illinois - Service Representative (collections)	SCRT Service Representative SCRT Customer Advocate	SCRT Labor Support % Dedicated to Support SBC Illinois - Service Representative % Dedicated to Support SBC Illinois - Circtmar Advocate

Presubscription Interexchange Carrier (PIC) Change Charge Nonrecurring Cost Study

2005-2008

	Metro	
Input	Value	Source
Labor Rate Weightings		
Consumer	Number of Employees	Weighting %
Ohio	814	27.25%
Michigan	725	24.27%
Signific	1,153	38.60%
Oktahoma	295	88.8
Total	2,987	100 00%
Non Complex	174	26.61%
Outo	130	10.88%
Michigan	350	53.51%
Wisconsin	500 A	100.00%
l Otal	t)	
Global - Service Representative		
Ohio	27	18.62%
Michigan	99	45.52%
aiceill	52	35.86%
Total	145	100.00%
Global - Clerical Associate		10 62%
Ohio	17	# 70:02
Michigan	99	45.32%
Illinois	25	25.86%
Total	145	100.00%
OH 22XX Saniica Bantasantativa	\$57.06	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
Of 1-20XX Control Depresentative	\$49.65	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
INI - 237X Service Tepresentative	\$51.13	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
IL - 20AA Selvice Adplesements	\$48.70	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
ON - 20XX John of Marine	\$51.11	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
Self-chi	\$53.98	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
WI - Z3XX Service Representative	\$54.53	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
D.	\$52.71	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
MI - 23XX Ciencal Associate	76.675	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
IL - Z3XX Cleffcal Associate	\$54.92	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
L - 23XX Service Order writer	\$64.51	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
	254 92	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
L - 23XX Technical Associate	\$68.35	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
	\$72.84	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
	\$61.49	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
	\$54.19	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04
1X - Z3XX Service Representative	\$72.84	SBC Cost Analysis Factors & Labor Rates Group, Issued 7/04